



Fleet and Industrial Supply Center - Norfolk, Virginia

Supply Chest

February 11, 2005

Ready - Resourceful - Responsive!

Vol. 57 No. 3

FISC reservists deploy in support of *Operation Iraqi Freedom*

When Simone Jackson first found out her Reserve unit might deploy to Kuwait, her initial reaction was shock. She said that when you sign up for military service, most people don't think about the possibility of going to war. She didn't either. But, faced with the prospect, her attitude is "what can I offer of myself to get the job done?"

At FISC Norfolk, she is the Active Duty Milpers Assistant. But she is also a Chief Storekeeper in the Naval Reserve, and a member of FISC Norfolk HQ 107. Several months ago, her unit, as well as other units, were put on notice that they might be deployed to the Kuwait area. Shortly after that, they were given orders to report on Nov. 30 for a deployment that could last one year, with a possibility of being extended for one more year.

Jackson and her unit are part of a collection of more than 400 Naval Reservists who left Norfolk January 30 and will perform a new mission for the Navy in Iraq and Kuwait — inspecting all returning military equipment for disease-bearing dirt and smuggled contraband. The customs inspection mission is a new one for the Naval Reserve, and every reservist slated for mobilization had to be trained first in the job, officials said. The Naval Reservists will be relieving an Air Force unit as part of a planned rotation.

Jackson and members of her unit joined members from 60 other Reserve units at Cheatham Annex near Williamsburg for six weeks of training. They were first trained for their customs mission. "Then, we received



SKC Simone Jackson

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Craney Island hosts mobile security training exercise



A member of Mobile Security Detachment 24 mans a .50 caliber machine gun during a training exercise at Craney Island. The exercise was a part of the Final Evaluation Problem (FEP) for MSD-24, which they passed on Jan. 29, making them the first MSD within Mobile Security Squadron SIX to be certified for deployment.

Story and photos by Bill Pointer

Mobile Security Detachment 24 (MSD-24) invaded Craney Island January 24. They raised tents, strung concertina wire, set up gun emplacements, and patrolled the adjacent waters with heavily armed motorboats. Their encampment was located near the shore between the two refueling piers at the Navy fuel depot. The invasion was an exercise to evaluate their training called a final evaluation problem (FEP).

The purpose of the FEP was to certify MSD-24 as deployable. They were given many different scenarios, 24 hours a day, each day of the exercise. The scenarios were security threats preformed by members of MSD-24's parent squadron and other MSDs. While at Craney Island, MSD-24 also worked with the USNS Kanawha (TAO 196).

MSDs are part of a relatively new organization that was created because of the attack on USS Cole in October, 2000, and the attacks on the World Trade Center in New York

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A message from the E.D. - Retail Supply MEO Implementation

As you all know we have recently completed the last of 10 public/private competitions conducted under the OMB A-76 Circular. We started on this journey back in 1998 with the study of the Fuel operation (Code 700) and have since then completed studies in General/Contract Administrative, Hazardous Material, Household Goods, ATAC, Ocean Terminal, Call Center (now the Global Distance Support Center), Retail Supply Naval District Washington (NDW) and now finally the Mid-Atlantic Retail Supply Study. This study began in 2000 and covered six physical sites: FISC Norfolk/Naval Station, Yorktown, Cheatham Annex, Norfolk Naval Shipyard, Regional Supply Office (RSO), Norfolk and Regional Supply Office (RSO), Oceana. The retail supply functions that were studied included warehouse operations, material delivery, customer service, inventory management, and program management and unique industrial activity support.

In July, 2004 we received the final decision to retain the function in-house and set on the path to implement the Most Efficient Organization (MEO) across these six sites. Our timeline required us to stand up our new organization, the MEO by April 1, 2005. As a part of the implementation of the MEO, which includes new organizational structures as well as new processes, we were required to conduct a Reduction-in-Force (RIF) to populate the newly created positions resident in this new organization. As you may recall, the MEOs at

the RSO Norfolk and Oceana were implemented in December 2004. The process to implement the FISC Norfolk portions of the MEO began in October 2004 with the offering of a SIP/VERA designed to help mitigate any adverse actions as a result of the MEO. The SIP/VERA offering proved to be very successful in this mitigation effort as the January 2005 RIF has produced no separations and six change-to-lower-grades. The change-to-lower-grade notifications were delivered to the affected employees on January 28, 2005. In addition to these actions there were a number of reassignments, which were distributed on February 4, 2005.

While no adverse actions of any kind would be the most desirable outcome, I am sure all of us are grateful that we have retained the function in-house, created minimal change-to-lower-grades, and suffered no loss of jobs as a result of the study. I attribute this outcome to the entire FISC Norfolk team's conscientious management of every vacancy over the last 18 months, with the total focus on ensuring there would be a job for every member of our existing workforce when we stood up the MEO. My hat is off to all of you - you were successful. For those six employees who were adversely impacted, FISC Norfolk will, as we have done in the past, make every effort to help these employees regain their former grades/series or support them in whatever their career choices may be.

Again, I want to thank all the employ-



Sidnia B. Etherington
FISC Norfolk Executive Director

ees and supervisors for their outstanding support throughout this long and hard A-76 journey. At times I know how hard it was to commit your best and brightest to this effort, you needed those employees at the work site, but I think we would all agree that every minute was worth it.

Sidnia B. Etherington

Supply Chest

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February is African-American History Month

The Niagara Movement

In 1905, W.E.B. DuBois, John Hope, Monroe Trotter and 27 others met secretly in the home of Mary B. Talbert, a prominent member of Buffalo's Michigan Street Baptist Church to adopt the resolutions that led to the founding of the Niagara Movement. The Niagara Movement renounced Booker T. Washington's accommodation policies set forth in his famed "Atlanta Compromise" speech ten years earlier. The Niagara Movement's manifesto is, in the words of DuBois, "We want full manhood suffrage and we want it now.... We are men! We want to be treated as men. And we shall win." The movement was a forerunner of the NAACP.



Despite the establishment of 30 branches and the achievement of a few scattered civil-rights victories at the local level, the group suffered from organizational weakness and lack of funds as well as a permanent headquarters or staff, and it never was able to attract mass support. After the Springfield (Ill.) Race Riot of 1908, however, white liberals joined with the nucleus of Niagara "militants" and founded the NAACP the next year. The Niagara Movement disbanded in 1910, with the leadership of DuBois forming the main continuity between the two organizations.

**Breezy Pt.
Officers' Club
February 15th
1100-1300**

**Tickets are \$10.00
& include buffet.
Guest speaker is
Pastor Kim Brown
Please call 445-0452
for more information.**

**The Niagra
Movement
(1905-2005)
African American History Month
Celebration**

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training on force protection skills, such as combat lifesaving and qualifying on M16 rifles," said Jackson. "We were also issued our uniforms and other equipment we will need during our deployment."

This is not Jackson's first deployment, but it is her first since shifting to the Naval Reserve from active duty. She has been a member of the Naval Reserve for 10 years. She spent eight years on active duty, and made one six-month deployment during that time. It's also her first deployment since starting a family. She and her husband Jerry have two sons. Jamal is 12, and Javaun is just two. She has spent the last few months getting herself, and her family, emotionally prepared for the deployment. "Javaun is too young to understand, of course, but Jamal is very aware of the danger involved with deploying to that area," Jackson explained. "I'm very up front with him, and don't want to hide anything from him. He understands my commitment to the Navy, and understands why I have to go. He has maps and a globe, so he'll be able to keep track of where I am while I'm gone." Jackson will use email and regular mail to keep in touch with her family during her deployment.

Jackson will serve as a platoon leader, within a battalion that is being formed by the Naval Expeditionary Logistics Support Force (NAVELSF), based at Cheatham Annex. They will be based in Kuwait, but they will likely serve in other locations within the area as

well in support of Operation Iraqi Freedom (OIF). She is ready for the mission, and is excited about the opportunity to be a part of a mission that Sailors will be performing for the first time. "I'm excited and proud of the opportunity – especially as a woman – to be part of a groundbreaking event," said Jackson. "I look forward to have the opportunity to lead my troops as they rise to the challenge that has been presented to them."

Jackson has also prepared by speaking with FISC Sailors who have recently deployed to the Kuwait area. Both PC1(SW) Hughes and Cmdr.(sel.) Harold Valentine have deployed to the Kuwait area recently, and offered valuable advice. "The best advice they gave me was to not be a 'war tourist' – that's how people get hurt there," said Jackson. "They said that the best way to stay safe is to follow current guidelines and don't travel anywhere alone."

Jackson's Reserve unit has spent their time together leading up to their departure preparing everyone for the deployment. "At first, I wasn't sure how I felt about going," said Jackson. "But then I thought that if I, as a Chief, don't project a positive attitude about the deployment, how will that make the junior Sailors feel about going over there? So I drew strength from fellow senior members of the unit who have already deployed to the region. We all pulled together to get the unit ready."

Jackson's husband was a Marine who deployed to Panama while he was on active duty, so he understands what is involved with

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FISC Fitness Forum - Quick tips for changing body composition

SK2 Lorenzo Hill, FISC San Diego

(This is part one of a three part series)

Watching those makeover shows on TV, you might think the only way to change your body is to recruit a pack of plastic surgeons and line up a camera crew to record it for prime time. With all due respect to the people who produce those shows, I disagree. When it comes to building new muscle, a few tweaks to the diet and fitness routine may be all that's needed to unleash your potential. But, just to be safe, we'll spot you a hundred. Use them and you may want to call that camera crew after all.

Bigger arms

Pinch to grow an inch... To strengthen your grip, try this plate pinch from Strongman competitor C.J. Murphy: Place a pair of 5 or 10 pound plates together, smooth sides out. Pinch the plates between your thumbs and forefingers. Try holding the weights for 30 seconds. Add plates as you gain strength. And watch your toes.

Change grips... This technique can help you do more reps. Try a set of barbell curls with a narrow grip. When you begin to fail, slide your hands out farther.

Do chin-ups at a dip station... Using the parallel bars of a dip station simulates a chin up without lifting all your body weight. Besides your back muscles, you also strengthen your forearms. Grab the bars from underneath and place your feet on the floor. Keeping your body straight, pull yourself up, pause and then lower yourself.

Use a mirror... If we admit it or not, looking in the mirror gets us pumped up and it promotes better technique while helping to prevent injury.

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preparing for contingency operations. "That has helped a lot," explained Jackson. "Jerry understands what I'm going through, and he has been a tremendous source of strength for me, as well as a big help in preparing our kids for the deployment." Jackson also has a neighbor who recently returned from a deployment to the area, which has helped ease the mind of Jamal. "When I told Jamal that our neighbor had just come back from the same area where I am going to be, that made him feel a little better about me being over there," said Jackson.

Jackson knows that once she and the other Naval Reservists deploying with her arrive in Kuwait, they will be busy. There will be hard work and long hours under a variety of grueling conditions. But she welcomes the work. "The busier I am over there, the less time I'll have to think about how much I miss my family," said Jackson. "Besides, how many people join the Reserves, and then get to participate in a historic operation? I'm ready - let's go."



SK2 Lorenzo Hill

Add extra tension to every move... At the end of your arm workout, wrap one end of a resistance band around the handle of a dumbbell and place the other end under your foot. Now do a set of biceps curls and overhead triceps extensions to fatigue your arms.

Pick up drop sets... Doing five reps or fewer per set with a weight you can lift only five times trains your muscles to grow bigger and stronger. Do three to five sets without rest, reducing the weight by 10 percent to 25 percent each set.

A harder core

Hit the upper abs first... By doing 20 to 30 crunches, you'll limit the upper abs assistance when you move on to the lower portion. This can help define the so-called "Ken Doll" abs...the lines that run from hip to groin.

Tighten your belt... One-legged lifts con-

tract your transverse abdominis—a belt of muscle surrounding your abdomen. Grab a pair of dumbbells and raise your left thigh until it's parallel to the floor and your left knee is bent at 90 degrees. Bend your right knee slightly and do a set of shoulder presses, biceps curls or lateral raises.

Squeeze a tennis ball while you do crunches... Squeezing your hands as hard as you can causes radiational tension, which allows you to contract other muscles harder.

After you bench-press, do 25 crunches on the bench... You'll be less likely to skip them than if you have to find an exercise mat.

Make a bet... Pick a date eight weeks away and set a goal. Make a wager with your buddies over squatting your body weight or decreasing your body fat below 15 percent. Add a dollar to the pot whenever you work out. Winner takes all.



Reservists prepare for a training mission prior to their departure for Kuwait

From the Fleet ... How to get debt out of your rear-view mirror

By **FLTCM(AW/SW) Jon R. Thompson**

The holiday season is behind us now but many of you are just now starting to see the financial ramifications. If you spent money like there was no tomorrow, I hate to tell you, but tomorrow is here. Tomorrow comes in the form of large credit card bills, bigger monthly payments on existing debt, and the potential abandonment of savings plans because you miscalculated to plan for the added bills.

I spend a sizeable amount of time advising you on financial health. One of my many professional aspirations is to improve the financial health of every Sailor in the fleet, E-1 to E-9. While you may think the holidays are in your rear-view mirror, keep in mind the fine print at the bottom of the mirror, "Things may appear farther away than they really are."

Here's what I urge you to ask yourself: If you didn't have enough money saved up for the holidays this year, and have dug yourself further in debt because of it, what makes you think you'll be in better financial shape 10 months from now when the next holiday season is upon us?

Honestly, the odds are you'll be worse off than last year because statistics indicate most of us spend more than we make. Thus, the slippery slope to financial trouble gets steeper and steeper. Fortunately, there is potential hope...but it takes a plan and some discipline.

Let's start with a question. What is financial health? The question, while simple, is not easily answered. It's not just a measure of how much money you have in your wallet or your savings account. Moreover, it's a measure of your entire financial world, a financial world that began as soon as you entered the workforce (which could be as early as 16 year old for some of you).

Financial institutions gauge your financial health by consulting your credit report and then assigning you a score. Your credit report is like a lifetime record of your spending and payment history. It also determines

your borrowing power. When lenders review your credit report, there are four areas of focus: credit, net worth, assets, and economy. Obviously, your credit is the primary focal point. It represents your ability to keep your promise to make payments on time.

If you have not reviewed your credit report, you should. It is not just available to lenders; you have a right to review it. There are companies that offer one or all three of the major reporting companies. As your financial advisor, bank or credit union for more information on obtaining your report.

Here are a few commonsense credit tips that might help you pare down your debt this year and put you in a better position to enjoy this year's holiday season:

- Make bill payments as early as possible. Try to never make a late payment.
- Close any accounts that you do not use. Having too many revolving credit lines open actually hurts your credit score. Also, dormant accounts are susceptible to identity theft, particularly by someone using an account that you don't routinely monitor.
- Obtain more credit only if you spend less each month than your take home pay.
- Only borrow within your means.
- Try to pay more than just the interest on your credit accounts. Paying down the principle is the only way to get to the finish line.

The above is not an all-inclusive list. If you live payday to payday, without saving any of your money, I'm betting there are other ways you can help yourself. First, work up a budget and then live by it. Every budget analyst suggests you pay yourself first, and then work up the rest. Unfortunately, I think many of you think that means pay your bills, and then spend all the rest. That's not the point. The goal of a budget is to illustrate your spending habits and then help you develop a plan to save, pay your bills, and still have some money to enjoy life.

Shipmates, keep in mind that in all of your



FLTCM(AW/SW) Jon R. Thompson

formal schooling and training, most of you have never had any formal schooling on financial health. For most of us, we learn as we go, making lots of mistakes. Let me tell you, the older you get, and the more senior you become, the penalties for not paying attention to your financial health become more painful. Now is the time for you to devote time and energy to making sure you are fully in control of your financial future.

The holiday season loses its luster if you can't afford to purchase nice gifts, go on leave, or treat yourself or family to something special. Preparing for the holidays starts today, not in November. If you set a reasonable savings goal today, you just might smile a little more in the months to come. Good luck and if you have questions about your financial health, contact your Chief, your command financial specialist and or the Navy Fleet and Family Support Center (FFSC). FFSC has trained professionals and the resources to help you get back on the road to financial success.

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and on the Pentagon on September, 11, 2001. The MSDs report to Mobile Security Squadrons, which belong to Navy Coastal Warfare Groups (NCWG).

The mission of the MSDs is to provide security for Navy ships and assets, especially in those areas and ports where security is limited or non-existent. They also provide security for MSC ships. They also can provide security at airfields where security is inadequate.

"Each member of our MSDs receives more than 600 hours of anti-terrorism and force protection training," said NCWG TWO Commander Capt. Timothy Sprague. "They are the Fleet's premier immediate response, expeditionary force protection asset."

"Craney Island was chosen for the exercise for several reasons," said Lt. Lesley Smith, a public affairs officer assigned to Maritime Force Protection Command. "We like to try to make the exercise as real as possible. If we can get the detachments away from their base it adds realism. Craney Island is perfect because it enables us to work closely with the MSC ships. We are fortunate to have their cooperation and are very supportive during our exercises. MSD missions include security and force protection for Navy assets and MSC ships so this again adds to the realism. The second half of the exercise was held at Naval Air Landing Facility Fentress in Chesapeake to accommodate training and evaluation for missions that involve aircraft security."

New CEAP counselor says wellness is a state of mind

By *Kasandra Hayes*
CEAP Counselor

The most important factor in achieving and maintaining both physical and mental wellness is maintaining a positive outlook on every aspect of our life. Most illness is self-created at some level by the way we think and the lifestyle choices we make based on the outcome of our thinking.

Worry, fear, anger, resentment, anxiety, and disappointment sustained over an extended period of time cause biochemical reactions that are self-destructive. The harm that is caused ranges from frequent colds, headaches and stomach aches to heart attacks and strokes. The results of an important study showed that those who are extremely satisfied with their lives had one-tenth the rate of serious illness than that experienced by their thoroughly dissatisfied peers, even when the effects of alcohol, obesity, tobacco and genetic predisposition were statistically eliminated!

Wayne Dyer, renowned author and speaker, tells the story of a 92 year-old lady who, due to blindness, found it necessary to enter a nursing

home after the death of her husband of 70 years. A nursing home staff member was describing to her how the furniture in her room was arranged while escorting her to her new residence. "I love it. I will be very happy here," she exclaimed excitedly. "But you haven't seen your room yet," he responded, forgetting that she was legally blind. To that, the smiling lady replied: "Happiness doesn't depend on how furniture is arranged – it comes from how you arrange your mind."

Our health can begin to improve immediately when we change from negative to positive thinking. The most important wellness exercise that you can perform on a daily basis is to monitor and make adjustments to your thinking. If you want to know what is on your mind, take note of the thoughts that keep you from going to sleep at night, the thoughts that wake you up at 3 a.m., and what you dream about when you are sleeping. Listen to what you tell yourself about exercising and following the good nutritional plan that you have carefully laid out for yourself. Be aware of the thinking that keeps you from resolving

issues with significant others, that which prevents you from managing your stress.

This aspect of wellness is too important to ignore if you want to stay healthy. If you find that avoiding non-productive negative thinking and maintaining a positive outlook on life is too difficult, seek help. Contact your coordinator of CEAP services for individualized and confidential assistance.

For confidential, professional assistance, call the FISC Civilian Employee Assistance Program at 757-443-1049 or 1-800-950-3434 after normal duty hours.



Kasandra Hayes,
CEAP Counselor

CEAP

Civilian Employee Assistance Program

We are here for you!
For Confidential
Professional Assistance, Call
1-757-443-1049



A Special Assistance Program for FISC Employees

Main CEAP Office Located in Room F606, Bldg. W-143
Norfolk Naval Base

Normal Office Hours 0800 - 1600 Monday Through Friday
Evening and Weekends, Call 1-800-950-3434

Emotional Problems
Marital/Relationship Issues
Child & Family Problems
Legal & Financial Difficulties
Stress
Drug & Alcohol Issues
Grief & Loss
Managing Change



Det. Phila. shows Super Bowl spirit

FISC Norfolk Detachment Philadelphia's Personal Property Shipping Office (PPSO) team dressed in support of their beloved Philadelphia Eagles during an impromptu pep rally before Super Bowl XXXIX. Pictured: (L-R) Rich Sweeney, Code 403 division director; PPSO transportation assistants Maureen Adams, Louise Bloom and Cynthia Baker; PPSO Traffic Manager Linda Gray; Contractor Support QA Inspector Dwight Williams and (kneeling) Glenda McCants.



SKC(SW) Steven Hughes is congratulated by FISC Norfolk Commanding Officer Capt. Tim Ross at his recent retirement ceremony. Hughes retired after 21 years of service.



FISC Norfolk Executive Officer Capt. Bob Carter congratulates PC2 (SW) Eric B. Livingston after presenting him with a letter of commendation from the CO of USS Taylor (FFG-50).



FISC Norfolk Commanding Officer Capt. Tim Ross congratulates Joann West after congratulating her for 25 years of federal service.



FISC Norfolk Det. Philadelphia Code 403 Division Director Rich Sweeney congratulates Linda Gray after presenting her with a 20-year pin. The Personal Property Shipping Office traffic manager arrived in Philadelphia in October 2003 from Cheatham Annex, where she was a transportation assistant.

Bravo Zulu



David Wiggs, Code 401.4, FISC Norfolk Navy Regional Mail Center (NRM) is the FISC Norfolk Supervisor of the Quarter.



Chris Gordon, Code 500, Norfolk Naval Shipyard, is the FISC Norfolk General Schedule Employee of the Quarter.



German Cabanez, FISC Norfolk ATAC Hub, is the FISC Norfolk Wage Grade Employee of the Quarter



The FISC Norfolk Work Team of the Quarter is the ATAC Hub. Shown left to right, 1st row; Lavonne Barnett, Betty West, Belinda Johnson, Barbara Gatling, Herbert Silver: 2nd. row; Howard Hill, Aubrey Salley, Iris Bynum, Juanita James: 3rd Row; Price Leach, Cloyde Bracey, Bruce Sims, Patricia Davis, German Cabanez, 4th row; Edward Fuller, Michael Pigford, Lonzo Harrison, Robert Givens.